

**COMMENT**

Fire the Assistant Director Roger Wright.

It's time some leaders are let go, as their leadership (or lack of leadership) is causing a lack of morale in teams. IT Application division is one example. AD Roger Wright needs to be removed in my opinion. We have a high turn over rate, and have lost some of the best developers in our team.

The Management in ITS is not trusted by staff. Roger Wright creates a hostile work environment at times. Most IT Solutions employees are not comfortable when he is around. He could be a good Manager if mentored by the right people. Most are afraid to complain.

Upper management, especially the city manager needs to sit down and chat with members of Application Division team members and everyone who works under the department that Mr Roger Wright oversees. Employees working under Mr. Roger Wright have a very poor morale due to poor leadership. If everything continues the way it is, everyone will either leave the city or move to a different department.

**Fix Mr Roger Wright's department**

For my department, our AD Roger Wright is condescending, rude, abrasive, vindictive, dishonest, and untrustworthy. He has created a hostile work environment that is toxic waste boiling over. At his position he should be held at the highest levels of accountability.

In short the department has great management, but terrible leadership. The executives in particular have no idea how to lead people and instead resort to coercive practices to accomplish objectives. Transactional and directional styles of leadership are no longer appropriate for a department of knowledge workers. At the root of this problem lies a hierarchical mindset of "if I want your opinion, I'll tell you what it is" instead of "lets figure this out together". Often this mindset is constrained by the idea that there is only one "right way" of doing things. This creates an environment that is particularly toxic to women and millennials. We must acknowledge that no one person holds a monopoly on good ideas and that the best ideas are a refinement of individual expressions condensed into a unit response. For this to work, participative management styles and a learning orientation must be cultivated. Now I must be specific in this regard: Steve Streiffert and Roger Wright lack the leadership ability to lead a department of knowledge workers into the next decade. I would prefer to not have to say these things, but there is no other mechanism by which they will be held accountable otherwise. Aside from toxic personality traits (possessing the unfortunate combination of gigantic and yet, fragile egos), they are in executive leadership positions without actually having any leadership ability. Their Leadership style can be characterized by:

- ☒ Empire builder - Hoards resources and underutilizes talent
- ☒ Tyrannical - Creates a tense environment that suppresses people's thinking and capability
- ☒ Know-it-all - Gives directives that showcase how much they know and how little anyone knows
- ☒ Omnipotent Decider - Makes centralized, abrupt decisions that confuse the organization without involving other management and at every point, seeks to suppress debate
- ☒ Micro Manager - Drives results through personal involvement, not allowing any solution to contain the "DNA" of those who performed the work

This is the exact opposite of the kind of leadership the department needs:

- ☒ Talent magnet - Attracts talented people and uses them at their highest point of contribution
- ☒ Liberator - Creates an intense environment that requires people's best thinking and work
- ☒ Challenger/Delegator - Defines an opportunities that causes people to stretch
- ☒ Debate maker - Drives sound decisions through rigorous debate
- ☒ Investor - Gives people the ownership of results and invests in their success

The former give answers, the latter ask hard questions. The former: uses, blames, tells, decides, and controls. The latter: develops, explores, challenges, consults, supports. These are the kind of people that if given a chance to read these comments, I would fully expect them to retaliate. Through past experience, I believe that they lack the humility to accept criticism because in their hubris, they believe that they have reached a professional level where input from subordinates is beneath them. In short, they are a cancer to this organization and will drive away creative talent.

If I could change something, I would immediately let Roger Wright go and hire a replacement who can change things around and empowers his team. Someone who can hold his managers accountable when they cross the boundaries of professionalism.

Stop allowing Roger Wright to ruin lives and create extreme stress for nothing.

This is not about City Management but with our Director and with the specific assistant director Roger Wright. Roger has been a terrible influence on the department as a whole. He is not respected because he shows no respect. He's says terrible things about staff, including his peer AD Ron Burke, as well as customers from other departments. Other than Courts, other departments can't stand him. He rules by fear, rarely if ever gives praise, and condemns without consideration. Due to fear, he's causing everyone to have a terrible work life. ADs most valuable trait involves strong relationship building. Roger has destroyed almost all his relationships. His managers are wanting to leave and the rest of us would leave if there were chances to do so, and even some employees like Patrick Richards have committed suicide because of him. You should talk to Patrick's team, his boss, and his fiance to learn the truth. The Director Kevin has done nothing to help with Roger's destructiveness, and he's ignored his other AD, Ron Burke, who Roger bullies like a kid. When we get things done here, we achieve results not because of Roger, but in spite of him. And if he were gone, we'd see improvements in many

Replace the Assistant Director Roger Wright with someone who is honest and can lead.

Would stop wasting resources in the ITS department. Correct mistake of consolidating staff into a department that has multiple problems including low morale and management issues (Including AD Roger Wright and his disrespectful treatment of staff. This AD runs his unit with fear and distrust. Mark DeBoer is another manager that needs to be investigated) DeBoer is a senior manager that does mostly technical work and refuses to share his knowledge of systems; he keeps ITS technical staff from working/learning systems and dependent on his expertise. Instead of sharing his knowledge, he works as many tickets as other lower level staff, he is the most expensive technical employee in the city because instead of performing senior manager work, he does technical work that other people need to do. ITS Senior management is aware of this situation and still allows this waste of taxpayers money. This situation sets the tone for a culture of "knowledge concealment" and distrust amongst technical staff about sharing any information. This is just a sample of many more issues in the ITS department that need to be addressed and the opportunity to express them is important and appreciated.

IT upper management is horrible. Kevin is rarely around and has to be begged to have any involvement with staff. Roger bullies everyone, including his peers. Ron has been a great AD as he has kept his teams informed and engaged. He takes a hands on approach, provides strategies and goals, joins meetings, shows respect even in disagreements, and really seems to care about the success of his team. This is evidenced in meetings and in emails. Roger is the exact opposite. He could care less about his staff, shows disrespect by default and just wants everyone to listen to him, delegates all strategy and goal responsibilities to his managers, rarely ever joins important meetings, and based on his provided performance reviews, doesn't care about anyone's success other than his own. Even worse, Roger doesn't seem to know anything about the technologies he is over, yet Ron seems to know everything about his areas. In ITS, it is critical that managers understand their technologies. Steve seems to be doing well with his team but he's rarely seen because the way the department is organized, his teams don't have much overlap with services or operations. This is all ironic since the largest team, due to IT consolidation, is under the least effective and worst performing AD, Roger. If Roger could fix one thing, it would be his ability to keep strong relationships. Relationships build trust. Trust builds integrity and respect. Respect creates strong, effective teams by making leadership be a forward momentum force instead of a constant resistance which is caused by lack of respect. Fear is not a strategy, but that's all Roger relies on anymore. So

Roger has brought bad culture and is destroying the team. Replace him, please.

I don't work directly for him, but Roger, one of our ADs, is about as bad as they come. I've seen religious and gender discrimination against an employee (reported and investigated by HR and she's now on a different team due to the harassment). The meetings I've been in, I've seen a dominance from him in wanting to talk over people which is weird since you'd think he'd want ideas. But worst of all is the criticism with whatever he pays attention to. My managers seem to always be panicked about how Roger feels, whether he's angry, or if he's changed his mind. This seems to be causing tremendous stress that gets passed down to the rest of us. I can't remember the last time Roger ever told us thanks or job well done. My reviews with my manager seem to be good overall, but it just seems like Roger doesn't like us or just plain hates us. It'd be nice if he did occasional group meetings about goals and strategies like what Ron does. Ron's team seems very satisfied, happy, and getting results. No stress. With Roger, there's no informative meetings about his vision, I can't tell if we are doing what he wants, and the few times I've done something directly for him, I feel like I'm blamed for having to fix the problem. I try to explain things to him but he doesn't seem to know anything about VDI or anything else I do. I feel like he's going to fire me, and my teammates feel the same way. I also have seen where the PMs who answer to Roger are very unhappy, the Apps teams are unhappy, and my team is unhappy. Our management is fine, great sometimes, and I feel like they have to go a long way to fix the damage caused by Roger. I hope Andrew doesn't quit, especially after Patrick died, but I know he's under terrible stress. He's been so good to us.

Maybe fix Roger so he's not a problem? Give him training to be an AD?

Departmental leadership is poor. Kevin walks around like the prime minister. Nose in air and clearly does not have interest in the employees working for him. He has allowed Roger to create an unhealthy, unethical and toxic work environment that belittles the work of staff while creating undue stress.

The IT department seems to have issues between ADs. Our boss Ron seems to want to do the right thing as a team, but his peer Roger seems to not be interested in teamwork. In particular, there seems to be a lack of respect, probably for our entire team. I am thankful every day that I don't have to work on Roger's team, and I'd rather quit than have to. He attacks people too much and his team seems mostly in the dark on what each other are doing, including the senior managers. I'm pretty sure Patrick's death had something to do with Roger's abuse. I'm thankful every day we have Ron as our boss.

My dept is a toxic workplace. Management is punitive and threatening, and many employees here believe that they were partly responsible for one of our staff hanging himself. Doing a good job doesn't stop you from being treated disrespectfully. For example, I know for a fact that my managers trash talk me behind my back. If they have a problem with how I'm doing my job, they should address it directly with me. Their behavior is unprofessional and childish. Interestingly, my reviews and raises are good, which makes you think that they know that what they are saying behind my back is a crock. Also, the constant emphasis on arbitrary deadlines causes unnecessary stress, as management flogs the employees repeatedly for missing deadlines they had no input on. Management by fear is a poor strategy - you should fire these fools and get some competent

For the City to work as one for their employees. Make the employees recognizable for their jobs well done, stop the favoritism. Stop the discrimination, no employee(s) should ever feel this way from their co-workers and/or their superiors, never. Give reclassifications/pay increases to those that deserve it, stop overlooking those employees that do deserve this. More training so we can advance in our job and get better evaluations.

Some employees don't like one of our AD's

Get divisions and departments to work together as a team. Promote honesty and respect throughout the city. Appreciate employees for the work that they do. Reward good work. Reward good Management. Coach and mentor when needed. Stop the bully mentality against employees.
Staff in our dept rarely interact, or feel comfortable with assistant directors (well, at least one) and our director rarely interacts with us directly. One in particular talks down to employees.
Install leaders with vision, communication and people skills, remove toxic bullies that lead by intimidation.
ITS has an AD that is a narcissistic bully and everyone knows it. He stresses out his people and the environment is horrible under him. After a suicide, something should have been done. Just LOOK at the stress level!
Audit the ITS department to asses employee morale, mgmt. behavior and departmental culture asap
Create a NO Bullying in the workplace policy. A see something say something policy. ITS Managers often embarrass employees in meetings. An employee should be able to voice their concern without being retaliated against. The performance reviews are often used to retaliate against an employee. ITS Managers makes jokes about other employees in the workplace. ITS managers often challenged employees in meetings with other
360 performance reviews must be implemented before any other changes are made to the current performance assessment structure. There is a large amount of toxic leadership--especially at the executive level--that is never held accountable.
We had one team member in IT team commit suicide and another person moved to a different department because she was targeted for her religion. Absolutely no actions were taken against the leaders who allowed bullying, harassment, and discrimination. We need some accountability here.
ITS has a hostile work environment.
Improve employee morale with zero tolerance to disrespect and bullying behaviors in the work place.
Have higher expectations out of underperforming IT ADs with poor relationships with others.
If an IT manager commits suicide at work, that should be looked at